

**UNITED STATES COURT OF APPEALS
FOR THE FIFTH CIRCUIT**

ADECCO USA, INC.

Petitioner/Cross-Respondent

v.

NATIONAL LABOR RELATIONS BOARD

Respondent/Cross-Petitioner

)
)
)
)
) **No. 16-60375**
)
)
)
)
)

**MOTION OF THE NATIONAL LABOR RELATIONS BOARD TO
REMOVE THIS CASE FROM ABEYANCE, SUMMARILY GRANT THE
COMPANY’S PETITION FOR REVIEW IN PART AND DENY THE
BOARD’S CROSS-APPLICATION FOR ENFORCEMENT IN PART, AND
REMAND TO THE BOARD THE REMAINDER OF THE CASE**

To the Honorable, the Judges of the United States Court
of Appeals for the Fifth Circuit:

The National Labor Relations Board, by its Deputy Associate General Counsel, respectfully moves this Court to remove this case from abeyance, summarily grant review and deny enforcement of that portion of the Board’s Order governed by the Supreme Court’s decision in *Epic Systems Corp. v. Lewis*, No. 16-285, 2018 WL 2292444 (U.S. May 21, 2018), and remand to the Board the remainder of the case. In support of this motion, the Board shows as follows:

1. In the Decision and Order under review, the Board found that Adecco USA, Inc. (“the Company”) violated the National Labor Relations Act by

maintaining an agreement barring employees from concertedly pursuing work-related claims in any forum, arbitral or judicial. 364 NLRB No. 9, 2016 WL 3014416, at *2-4 (2016). In doing so, the Board applied the rule set forth in *Murphy Oil, USA, Inc.*, 361 NLRB 774 (2014), *enforcement denied in relevant part*, 808 F.3d 1013 (5th Cir. 2015), *cert. granted*, No. 16-307 (Jan. 13, 2017).

The Board separately found, under its analytical framework laid out in *Lutheran Heritage Village-Livonia*, 343 NLRB 646 (2004), that the Company violated the Act by maintaining an arbitration agreement that employees would reasonably construe as restricting their right to file unfair-labor-practice charges with the Board. *Adecco*, 2016 WL 4014416, at *4-6.

2. The Company filed a petition for this Court to review the Board's Order, and the Board filed a cross-application for enforcement of that Order.

3. On October 11, 2016, the Court placed this case in abeyance pending the Supreme Court's disposition of disposition of *NLRB v. Murphy Oil USA, Inc.*, No. 16-307.

4. On May 21, 2018, the Supreme Court issued its decision in *Epic Systems, Murphy Oil*, and *Ernst & Young LLP v. Morris*, No. 16-300. The Court held that employers may lawfully maintain arbitration agreements that bar employees from concertedly pursuing work-related legal claims.

5. The Board acknowledges that under that decision, the Board’s finding that the Company unlawfully maintained the Agreement is not enforceable, and the Board is willing to submit to partial summary grant of review and denial of enforcement of the relevant portion of its Order.

6. On December 14, 2017, the Board issued *The Boeing Company*, which “overrule[d] the *Lutheran Heritage* ‘reasonably construe’ standard” and announced a new test to replace it. 365 NLRB No. 154, 2017 WL 6403495 at *2 (Dec. 14, 2017). *Boeing*’s rejection of the “reasonably construe” standard eliminates the Board’s rationale for its finding at issue here that the Company’s agreement restricts employees’ right to file unfair-labor-practice charges with the Board. The issue of whether the agreement restricts that right under *Boeing*’s framework is a question for the Board to answer in the first instance. Accordingly, the Board respectfully moves this Court to sever and remand that issue to the Board.

7. Counsel for the Company has advised Board counsel that the Company opposes this motion.

WHEREFORE, the Board respectfully requests that the Court remove this case from abeyance, summarily grant review and deny enforcement of that portion of the Board’s Order governed by the Supreme Court’s decision in *Epic Systems*, and sever and remand to the Board the remainder of the case.

Respectfully submitted,

/s/Linda Dreeben

Linda Dreeben
Deputy Associate General Counsel
National Labor Relations Board
1015 Half Street, S.E.
Washington, D.C. 20570

Dated at Washington, D.C.
this 30th day of May 2018

**UNITED STATES COURT OF APPEALS
FOR THE FIFTH CIRCUIT**

ADECCO USA, INC.

Petitioner/Cross-Respondent

v.

NATIONAL LABOR RELATIONS BOARD

Respondent/Cross-Petitioner

)
)
)
)
) **Nos. 16-60375**
)
)
)
)
)

CERTIFICATE OF COMPLIANCE

Pursuant to Federal Rule of Appellate Procedure 32(g)(1), the Board certifies that its motion contains 615 words of proportionally-spaced, 14-point type, and that the word processing system used was Microsoft Word 2010.

s/ Linda Dreeben

Linda Dreeben

Deputy Associate General Counsel

National Labor Relations Board

1015 Half Street, SE

Washington, D.C. 20570

